



Schedule 3 UCA Redress Limited – the board responsibilities, qualities and skills matrix (Revised May 2021)

1. The directors are responsible for managing and directing the activities of the company to achieve its purpose and may exercise all the powers of the company except the powers reserved to the Members.
2. In summary, the role of directors of the company involve leadership, setting culture, strategy, responsible financial management, monitoring, reporting, compliance and stakeholder engagement.
3. The Board's responsibility includes:
 - a. providing stewardship and leading the culture of UCA Redress;
 - b. developing strategy for UCA Redress to effectively and sustainably meet its purpose, for approval of the Members;
 - c. appointing, monitoring and removing the National Director;
 - d. reviewing, ratifying and monitoring systems of risk management and internal control, codes of conduct, and legal compliance;
 - e. monitoring the National Director's implementation of strategy, and identification of appropriate resourcing;
 - f. developing suitable key indicators of financial performance for UCA Redress and its activity;
 - g. monitoring financial performance and reporting to Members and regulators;
 - h. oversight of Committees;
 - i. prepare and monitor policy required by the Constitution and the Charter and for good corporate governance.
4. Ideal Directors skills and capacity are:
 - a. authentic and sincere, high integrity
 - b. the ability to express oneself clearly, relevantly and factually
 - c. the ability to tolerate ambiguity in establishing the facts and a willingness to seek out further information and to explore others' options.
 - d. a willingness to find a valued and honest consensus, to help find a clear and agreed route forward that may be acceptable to all (even if with further contingent actions), without prejudicing agreed principles and personal values.
 - e. ability to recognise and reflect diversity of stakeholders
 - f. an understanding of the dynamics and impacts of abuse





- g. the ability to absorb a large amount of information to identify underlying trends and explore possible reasons for these.
- h. to stay abreast of relevant issues in the external environment, to be able to spot new trends, opportunities and threats, especially through developing and maintaining valued external networks.
- i. to make balanced decisions where there may be an absence of relevant information.
- j. influencing skills and negotiating skills.
- k. setting high standards and helping others to achieve them.





Skills Matrix for a director

	Skill area	
	Church	
1	Knowledge of Uniting Church's purpose and mission	
2	Knowledge of Uniting Church's approach to institutional safety and response to people who have experienced institutional abuse	
3	Understanding of Uniting Church polity	
	Industry skills	
4	Not for profit sector governance or leadership experience	
5	Governance of bodies that work with vulnerable people, particularly institutional safety and/or sexual abuse of children	
	Technical	
6	Psychology/social work/working with people who have experienced trauma	
7	Accounting/financial literacy	
8	Law	
9	Communications and stakeholder engagement	
10	Human resources management	
11	Corporate governance	
	Experience	
12	Thought leader, change agent, strategic thinker	
13	Public profile (Chair)	
14	Risk management	
15	Business acumen in a mission/purpose driven enterprise	
16	Engagement with government and other external stakeholders (Chair)	
17	Critical incident management	
	Capacity	
18	Leadership capability and communication and interpersonal skills	
19	Negotiator (Chair)	

Priority will be allocated to each of the above as part of the process of recruitment of new board members.



UCA Redress Ltd

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